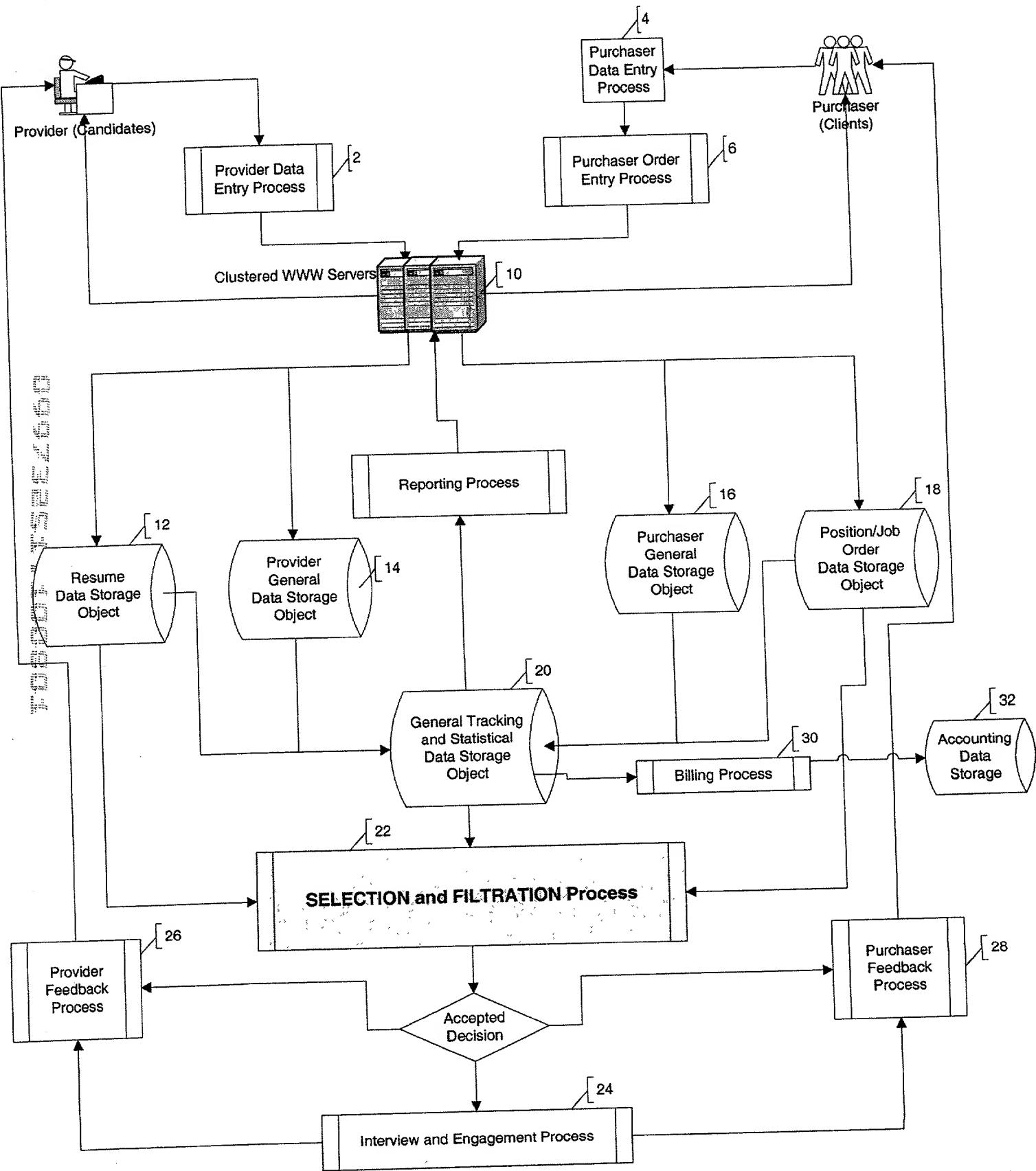


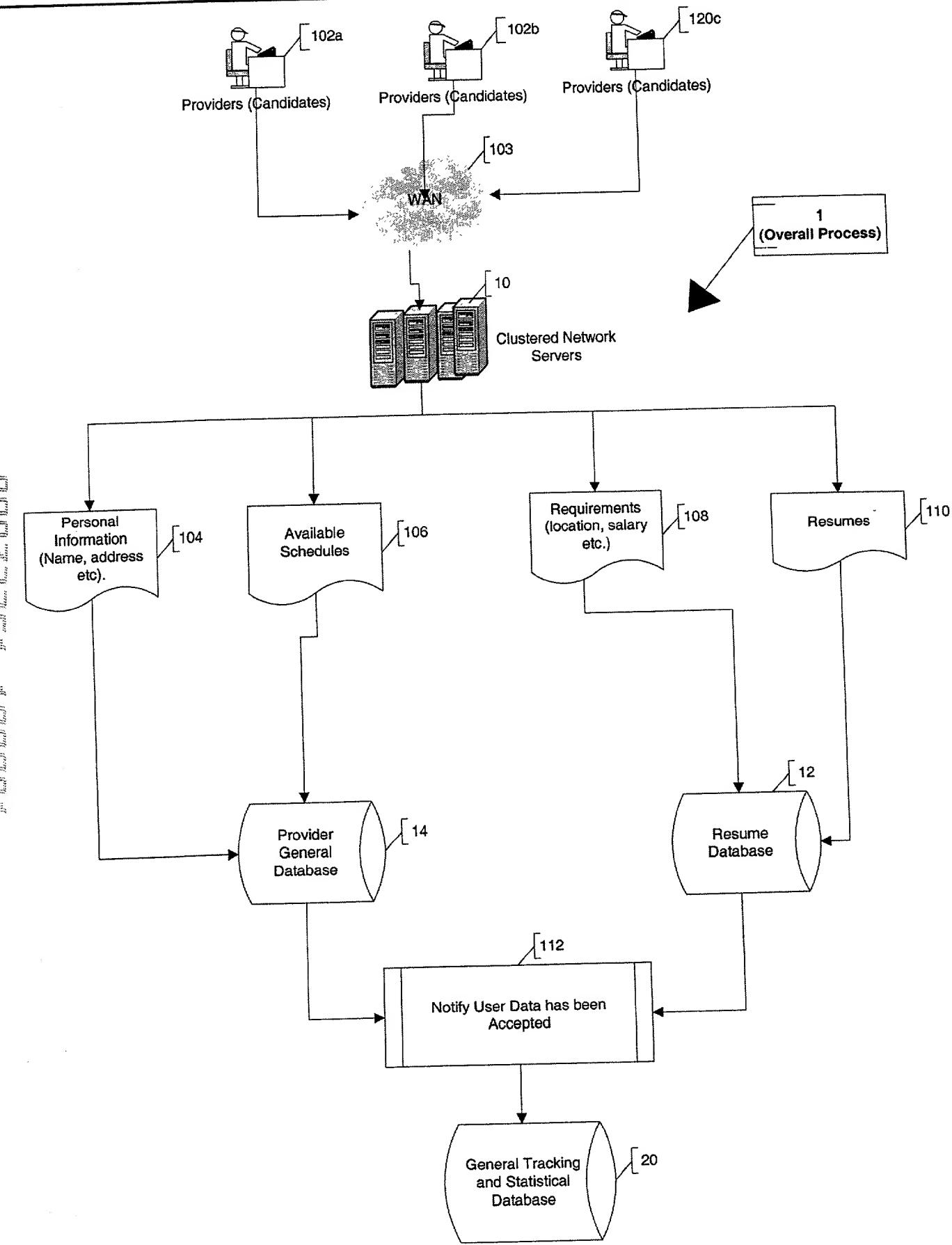
OVERALL PROCESS

FIGURE 1



Provider Data Entry Process

FIGURE 2



Purchaser and Order Data Entry Process

FIGURE 3

120a
120b
120c
103
10
124
128
130
132
134
126
136
138
20

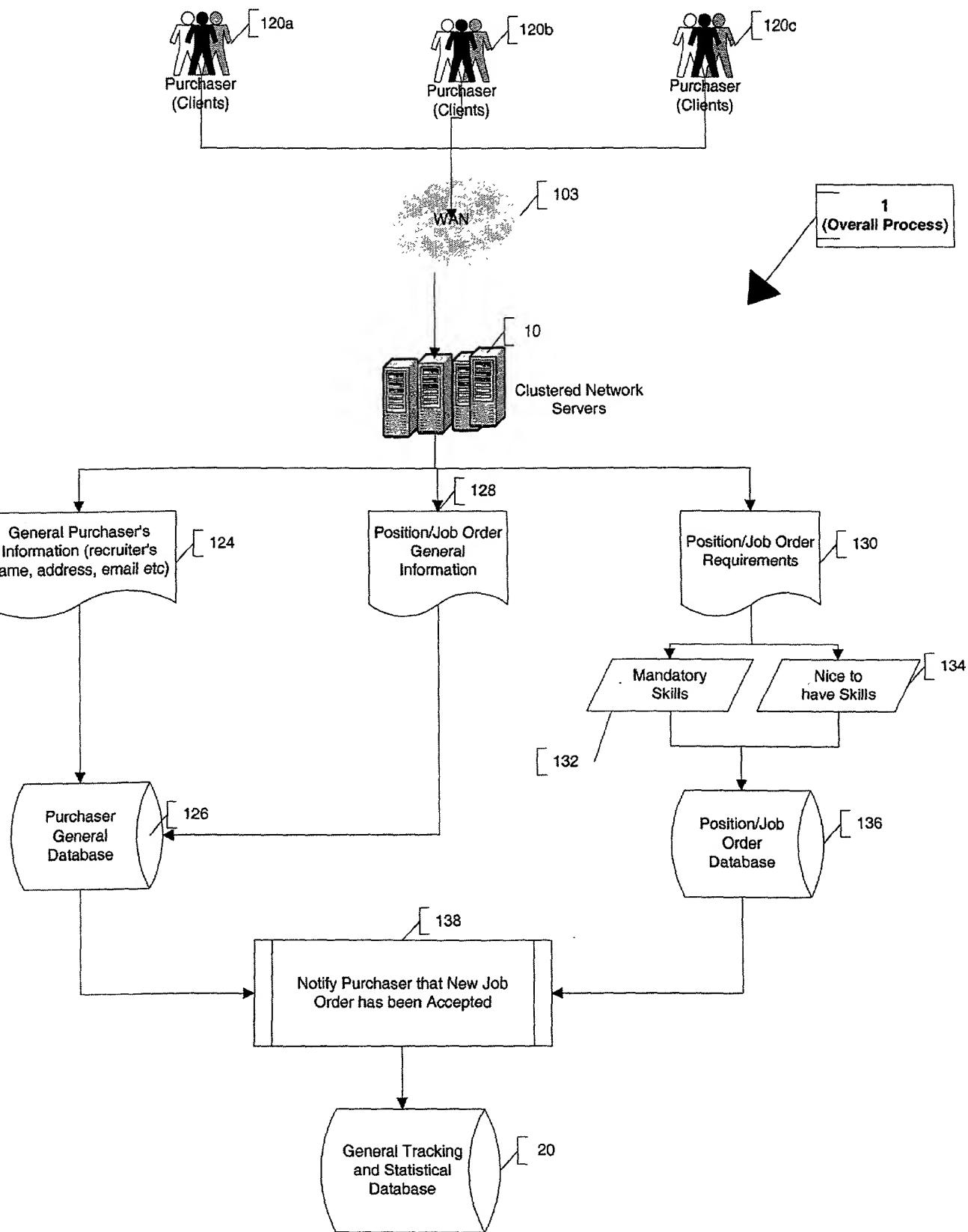


Figure 4

Figure 4.1 System staff

| |
|------------------|
| Staff ID |
| Password |
| Level of Access |
| User First Name |
| User Last Name |
| Title |
| Department |
| Street Address 1 |
| Street Address 2 |
| City |
| State |
| Postal Code |
| Country |
| Phone |
| Email |
| Roll #1 |
| Roll #2 |

Figure 4.2 System default steps

| |
|---|
| System Default Step ID |
| Step name |
| Assigned Staff Type |
| Assigned Staff ID |
| Notice to Provider |
| Notice to Staff |
| Provider Data Entry Process |
| Staff Data Entry Process |
| Max Time to Start Provider Data Entry |
| Max Time to Start Staff Data Entry |
| Max Time to Finish Provider Data Entry |
| Max Time to Finish Staff Data Entry |
| Threshold Score(s) for this Step |
| Action if Below Threshold Score(s) |
| # of Days to Accumulate Providers |
| Min # of Providers at Threshold Score(s) |
| Max # of Providers at Threshold Score(s) |
| Measurement Period (# of Days to Measure Rate) |
| Min # of Providers above Threshold per Measurement Period |
| Max # of Providers above Threshold per Measurement Period |
| Action After Data Received |

Figure 5. Purchaser Database

Figure 5.1. Purchasers

| |
|------------------------------------|
| Purchaser ID |
| Purchaser Category |
| Administrator First Name |
| Administrator Last Name |
| Title |
| Department |
| Company |
| Street Address 1 |
| Street Address 2 |
| City |
| State |
| Postal Code |
| Country |
| Phone |
| Email |
| Billing Method |
| Billing Frequency |
| Billing Amount |
| Other billing fields... |
| Account Balance |
| Account Current? |
| Staff in Charge (Related Staff ID) |
| Date created |
| Date suspended |

Figure 5.3. Purchaser Default Steps

| |
|---|
| Purchaser Default Step ID |
| Related Purchaser ID |
| Assigned Staff Type |
| Assigned Staff ID |
| Step Name |
| Notice to Provider |
| Notice to Staff |
| Provider Data Entry Process |
| Staff Data Entry Process |
| Max Time to Start Provider Data Entry |
| Max Time to Start Staff Data Entry |
| Max Time to Finish Provider Data Entry |
| Max Time to Finish Staff Data Entry |
| Threshold Score(s) for this Step |
| Action if Below Threshold Score(s) |
| # of Days to Accumulate Providers |
| Min # of Providers at Threshold Score(s) |
| Max # of Candidates at Threshold Score(s) |
| Measurement Period (# of Days to Measure Rate) |
| Min # of Providers above Threshold per Measurement Period |
| Max # of Providers above Threshold per Measurement Period |
| Action After Data Received |

Figure 5.2 Purchaser Staff

| |
|----------------------|
| Staff ID |
| Related Purchaser ID |
| Password |
| Level of Access |
| User First Name |
| User Last Name |
| Title |
| Department |
| Street Address 1 |
| Street Address 2 |
| City |
| State |
| Postal Code |
| Country |
| Phone |
| Email |
| Roll #1 |
| Roll #2 |

Figure 6. Order Database

| Figure 6.1 Orders | Figure 6.2 Order Default Steps | Figure 6.3 Order Categories | Figure 6.4 Technologies | Figure 6.5 Products |
|--|--------------------------------|-----------------------------|--|---|
| <p>Order ID</p> <p>Related Purchaser ID</p> <p>Priority Level</p> <p># of Positions to Fill</p> <p># of Positions Filled</p> <p>Interviewer #1 (Related Purchaser Staff ID)</p> <p>Interviewer #2 (Related Purchaser Staff ID)</p> <p>Interviewer #3 (Related Purchaser Staff ID)</p> <p>Decision Maker #1 (Related Purchaser Staff ID)</p> <p>Decision Maker #2 (Related Purchaser Staff ID)</p> <p>Decision Maker #3 (Related Purchaser Staff ID)</p> <p>Warning Purchaser Staff #1 (Related Purchaser Staff ID)</p> <p>Warning Purchaser Staff #2 (Related Purchaser Staff ID)</p> <p>Urgent Purchaser Staff ID #1 (Related Purchaser Staff ID)</p> <p>Urgent Purchaser Staff ID #2 (Related Purchaser Staff ID)</p> <p>Warning System Purchaser Staff #1 (Related System Staff ID)</p> <p>Warning System Purchaser Staff #2 (Related System Staff ID)</p> <p>Urgent System Staff #1 (Related System Staff ID)</p> <p>Urgent System Staff #2 (Related System Staff ID)</p> <p>Desired Resume Keywords</p> <p>Required Candidate Attributes</p> <p>Knock-out Candidate Attributes</p> <p>Date created</p> <p>Date suspended</p> <p>Date completed</p> <p>Order Type</p> <p>Starting Date</p> <p>Order Length</p> <p>Order Location City</p> <p>Order Location State</p> <p>Order Location Country</p> <p>Order Mode</p> <p>Pay Range - from</p> <p>Pay Range – to</p> <p>Years Experience Required</p> <p>Immigration Status Requirement</p> <p>Education Level Requirement</p> <p>Certification Requirement</p> | | | <p>Order Default Step ID</p> <p>Related Order ID</p> <p>Step Name</p> <p>Assigned Staff Type</p> <p>Assigned Staff ID</p> <p>Notice to Provider</p> <p>Notice to Staff</p> <p>Provider Data Entry Process</p> <p>Staff Data Entry Process</p> <p>Max Time to Start Provider Data Entry</p> <p>Max Time to Start Staff Data Entry</p> <p>Max Time to Finish Provider Data Entry</p> <p>Max Time to Finish Staff Data Entry</p> <p>Threshold Score(s) for this Step</p> <p>Action if Below Threshold Score(s)</p> <p># of Days to Accumulate Providers</p> <p>Min # of Providers at Threshold Score(s)</p> <p>Max # of Providers at Threshold Score(s)</p> <p>Measurement Period (# of Days to Measure Rate)</p> <p>Min # of Providers above Threshold per Measurement Period</p> <p>Max # of Providers above Threshold per Measurement Period</p> <p>Action After Data Received</p> | <p>(Note: Figure 6.3 does not exist.)</p> |

Figure 7. Providers Database

Figure 7.1 Provider

| |
|-----------------------|
| Provider ID |
| Date Provider Created |
| Title |
| Department |
| Company |
| Street Address 1 |
| Street Address 2 |
| City |
| State |
| Postal Code |
| Country |
| Phone |
| Email |

Figure 7.3 Virtual Provider

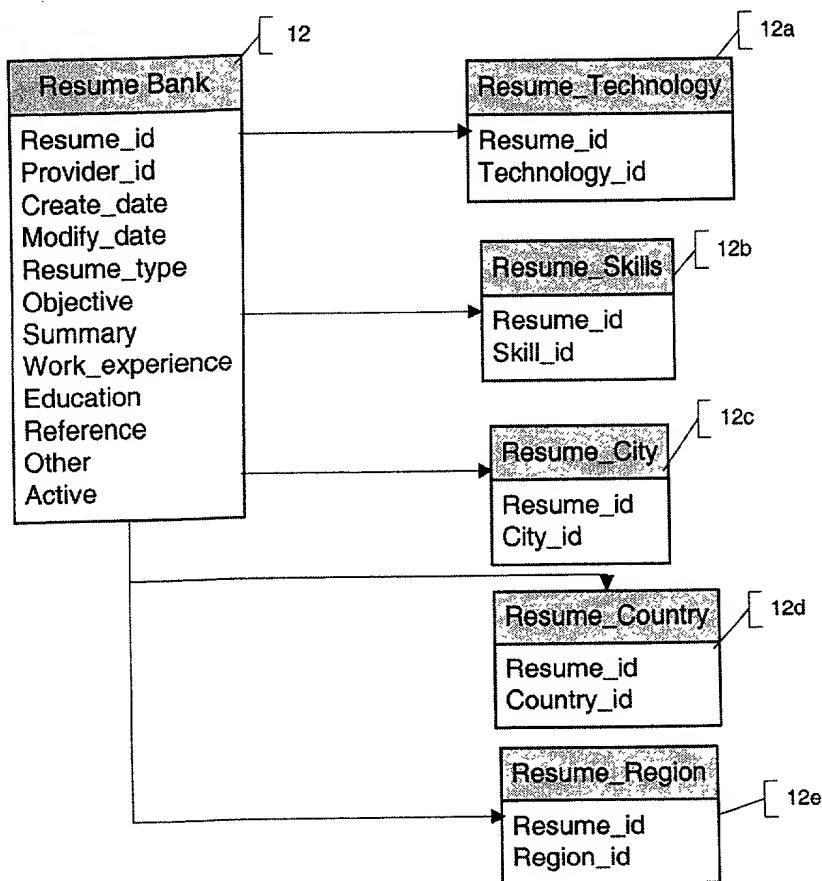
| |
|----------------------------------|
| Virtual Provider ID |
| Related Provider ID |
| Related Order ID |
| Current Step # |
| Current Score(s)... |
| Current Provider Status Code |
| Date Virtual Provider Created |
| Date Virtual Provider Eliminated |
| Elimination Reason Code |
| Date Successful |
| Date Offer Issued |
| Date Accepting Offer |
| Date Formalized |
| Formalized Status Code |

Figure 7.2 Virtual Provider Steps

| |
|--|
| Virtual Provider Step ID |
| Related Virtual Provider ID |
| Step Name |
| Assigned Staff Type |
| Assigned ID |
| Notice to Provider |
| Notice to Staff |
| Provider Data Entry Process |
| Staff Data Entry Process |
| Max Time to Start Provider Data Entry |
| Max Time to Start Staff Data Entry |
| Max Time to Finish Provider Data Entry |
| Max Time to Finish Staff Data Entry |
| Threshold Score(s) for this Step |
| Action if Below Threshold Score(s) |
| Action After Data Received |
| Current Step Status Code |
| Date Step Reached |
| Date Step Started |
| Date First Notices Sent |
| Date Second Notices Sent |
| Date All Responses Received |
| Date Timed-Out |
| Date Human Intervention Called For |
| Date Step Completed |

Database Schema - Resume Data Objects

Figure 8



Database Schema - Provider General Data Objects

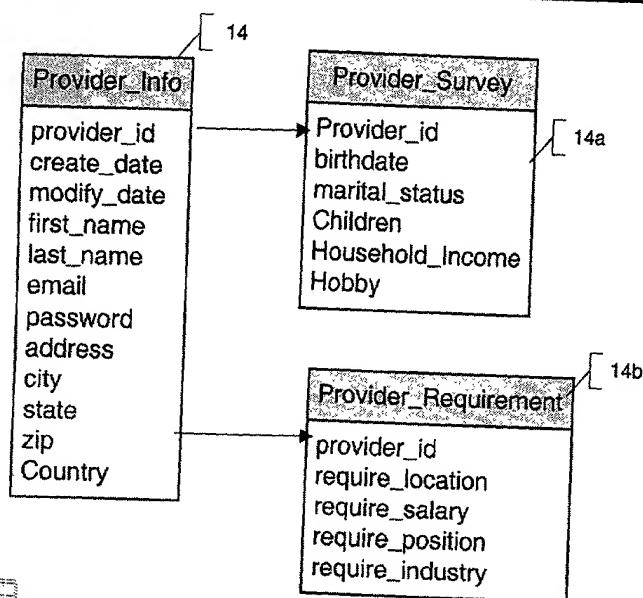


Figure 9

Database Schema - Purchaser General Data Objects

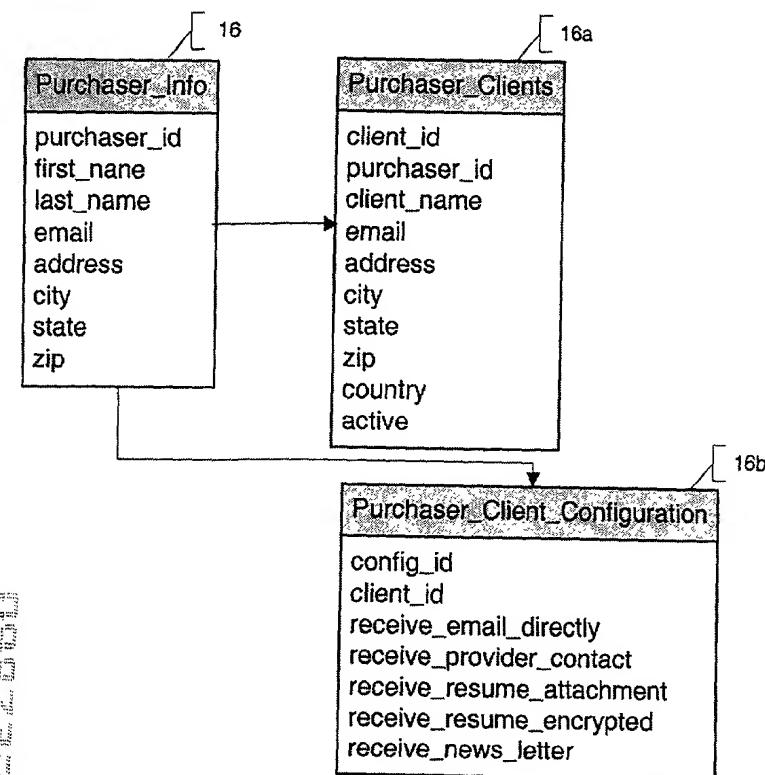


Figure 10

Database Schema - Purchaser Order Related Objects

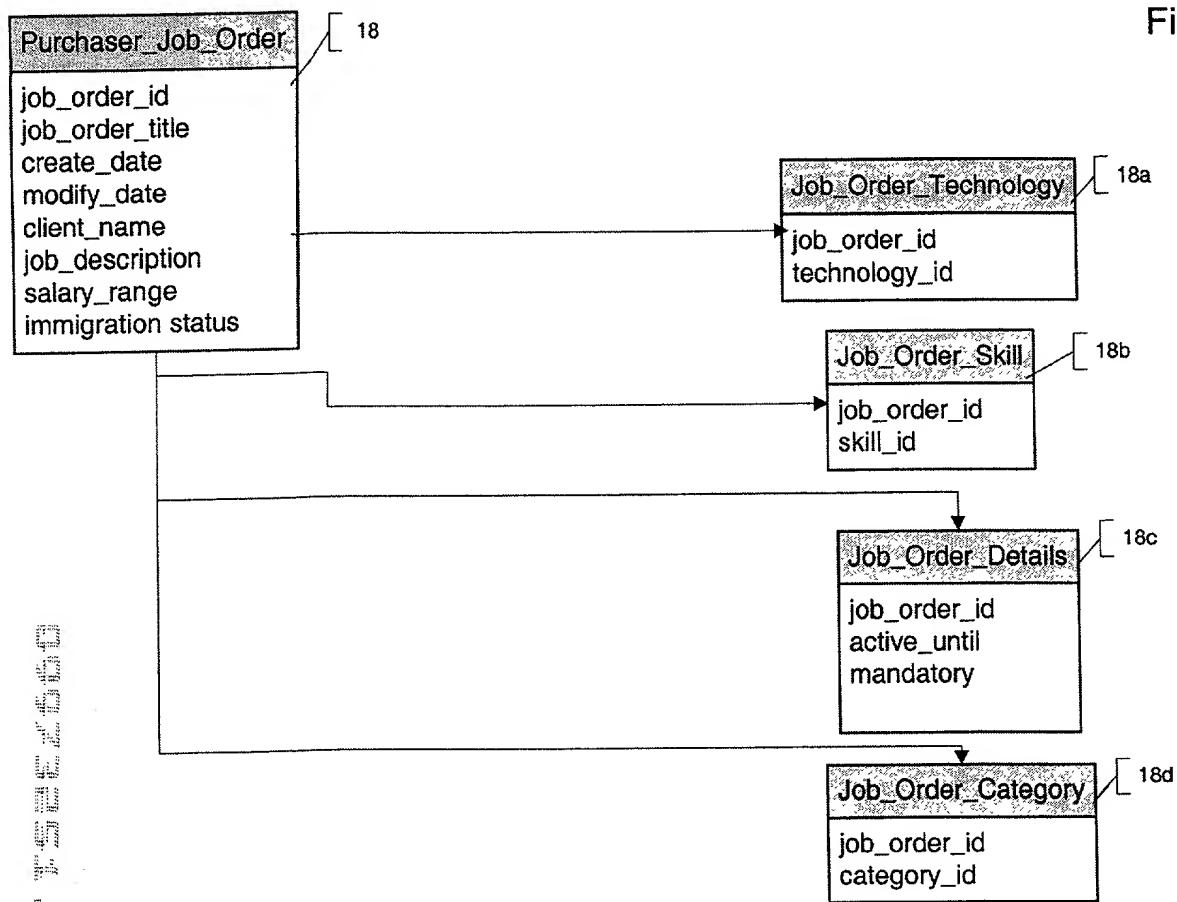


Figure 11

Database Schema - General Data and Tracking Objects

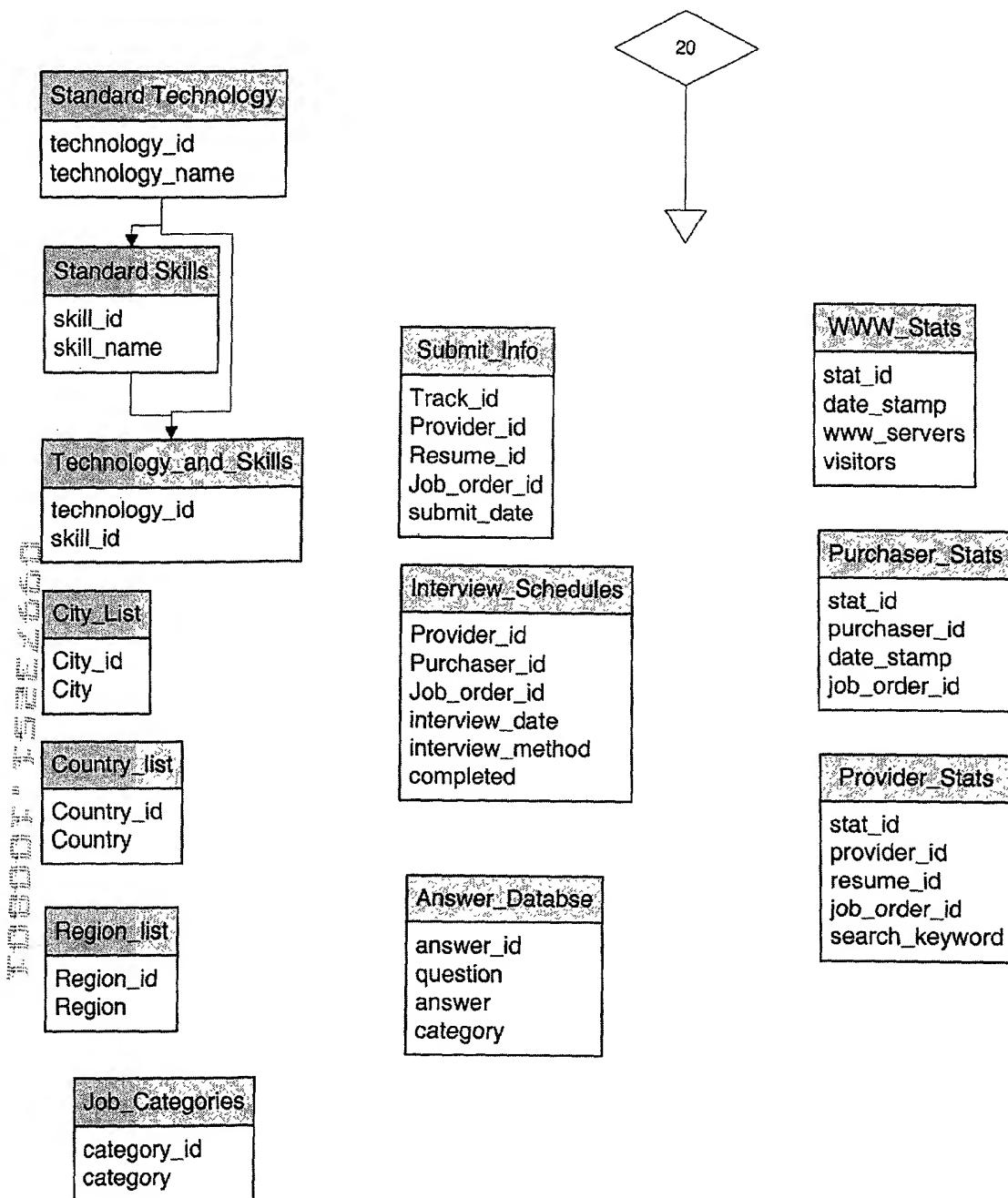


Figure 12

Database - Accounting Schemas

Figure 13

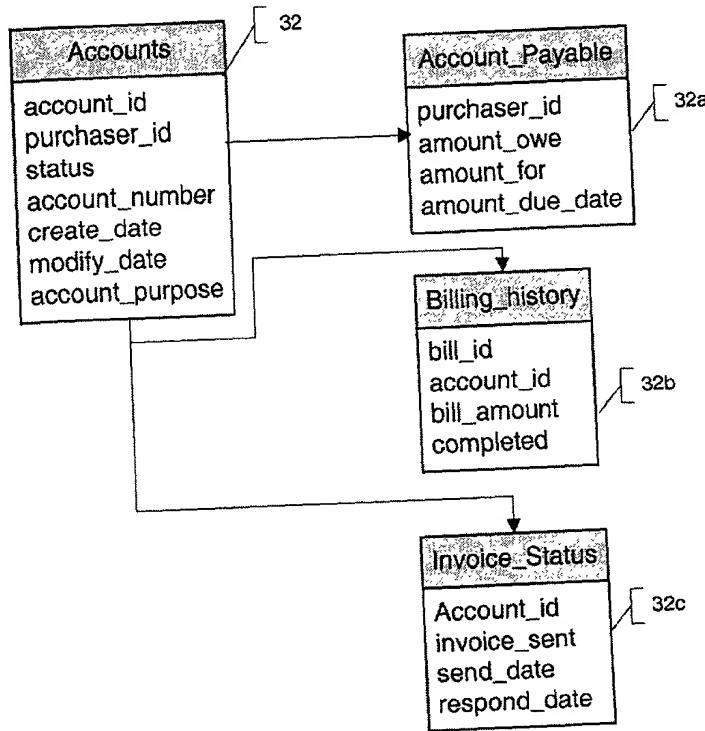
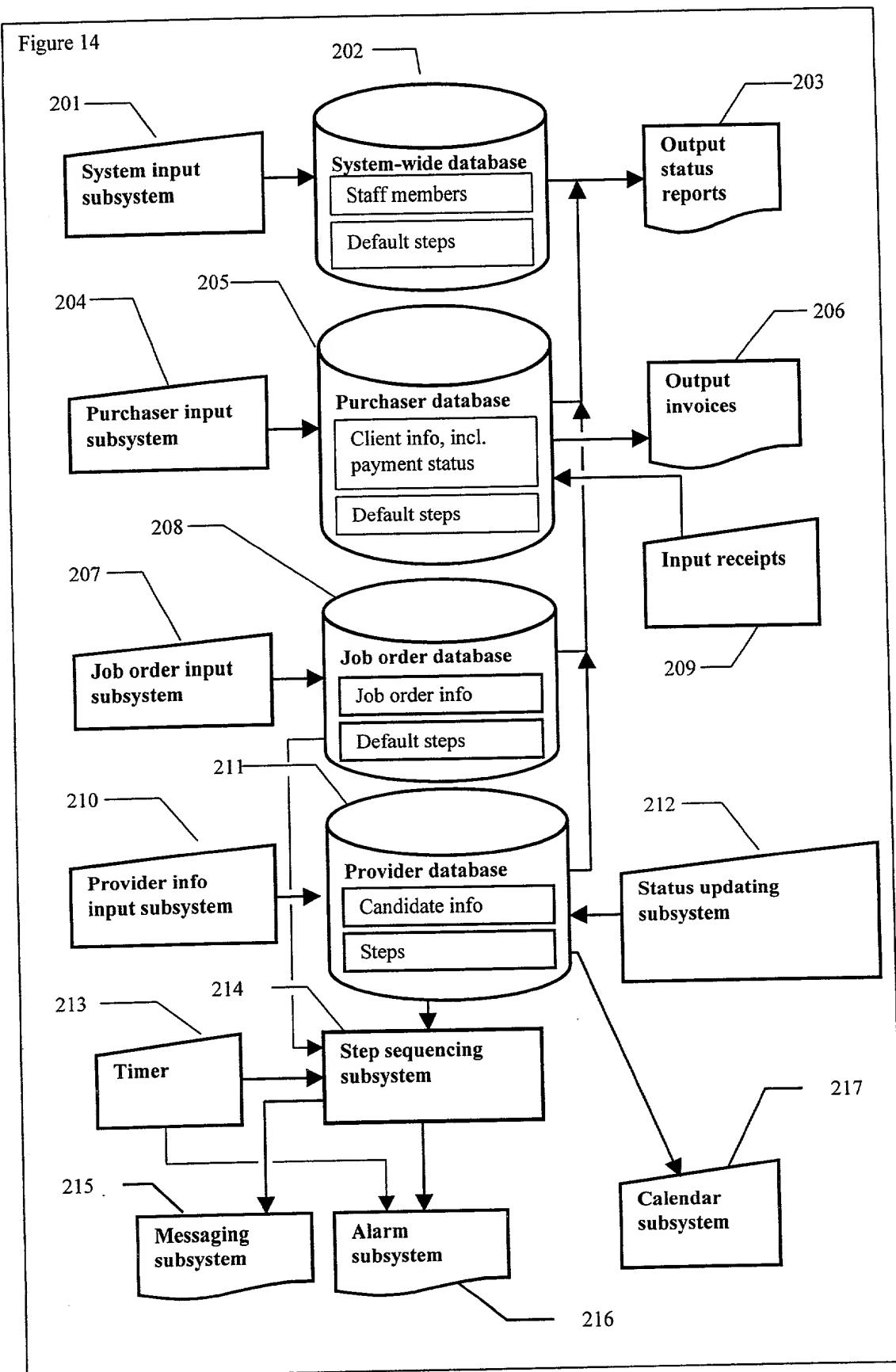


Figure 14



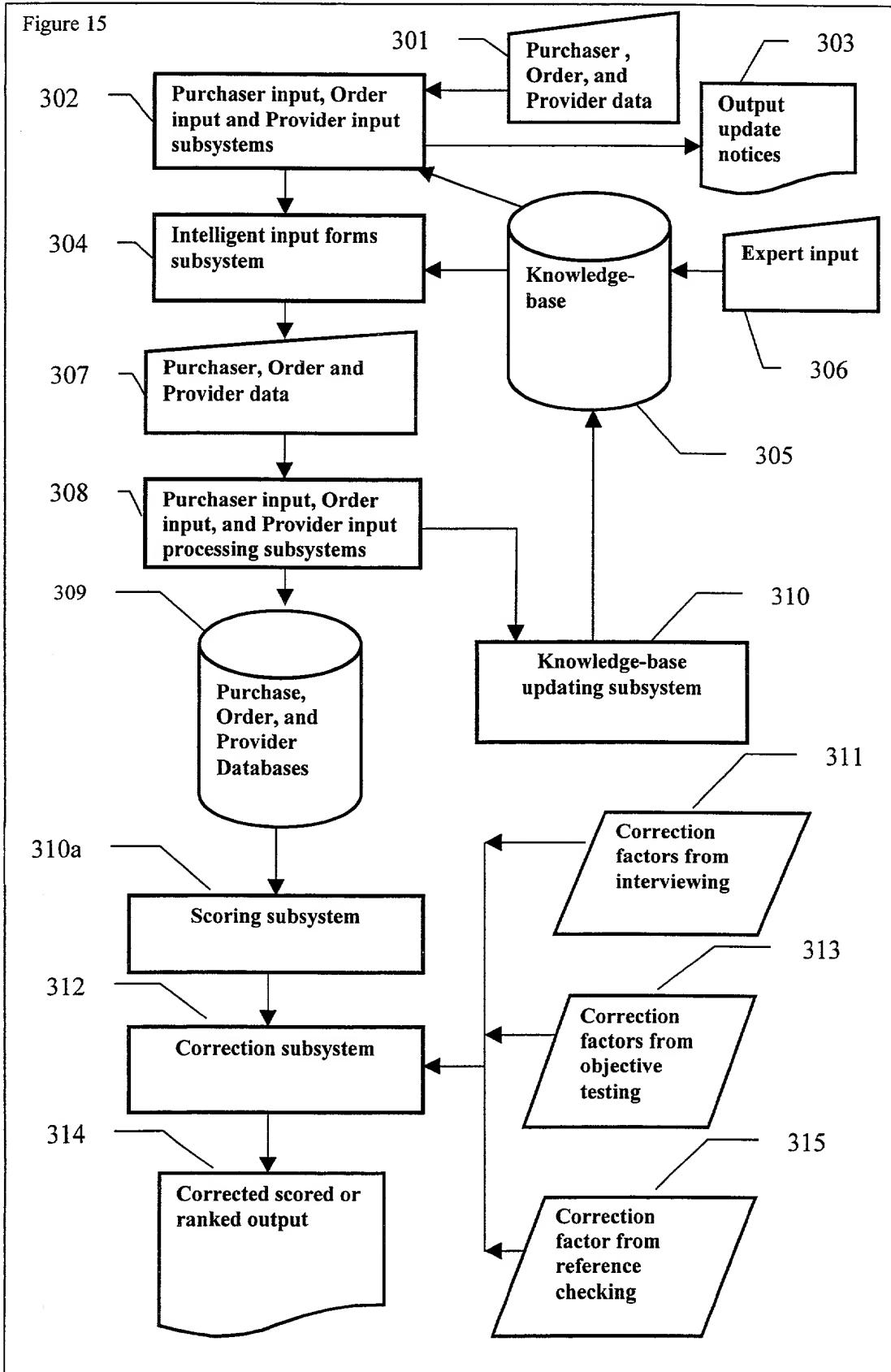


Figure 16

Figure 16.1 Order categories

| |
|-------------------------------|
| Order Category ID |
| Related Purchaser Category ID |
| Order Category Description |
| Active? |
| Date Created |
| Date De-activated |
| Tentative? |

Figure 16.4 Text questions

| |
|---------------------------|
| Text Question ID |
| Description of Question |
| Text of Question |
| Related Order Category ID |
| Active? |
| Date Created |
| Date De-activated |

Figure 16.2 Technologies

| |
|---------------------------|
| Technology ID |
| Technology Description |
| Related Order Category ID |
| Active? |
| Date Created |
| Date De-activated |
| Tentative? |

Figure 16.5 Purchaser Categories

| |
|--------------------------------|
| Purchaser Category ID |
| Purchaser Category Description |

Figure 16.3 Products

| |
|-----------------------|
| Product ID |
| Product Description |
| Related Technology ID |
| Active? |
| Date Created |
| Date De-activated |
| Tentative? |

Figure 16.6 Tentative Options

| |
|-------------------|
| Order Category ID |
| Technology ID |
| Product ID |
| Related Order ID |
| Date Suggested |
| Reviewed By |
| Accepted? |
| Date accepted |

Selection Process

FIGURE 17

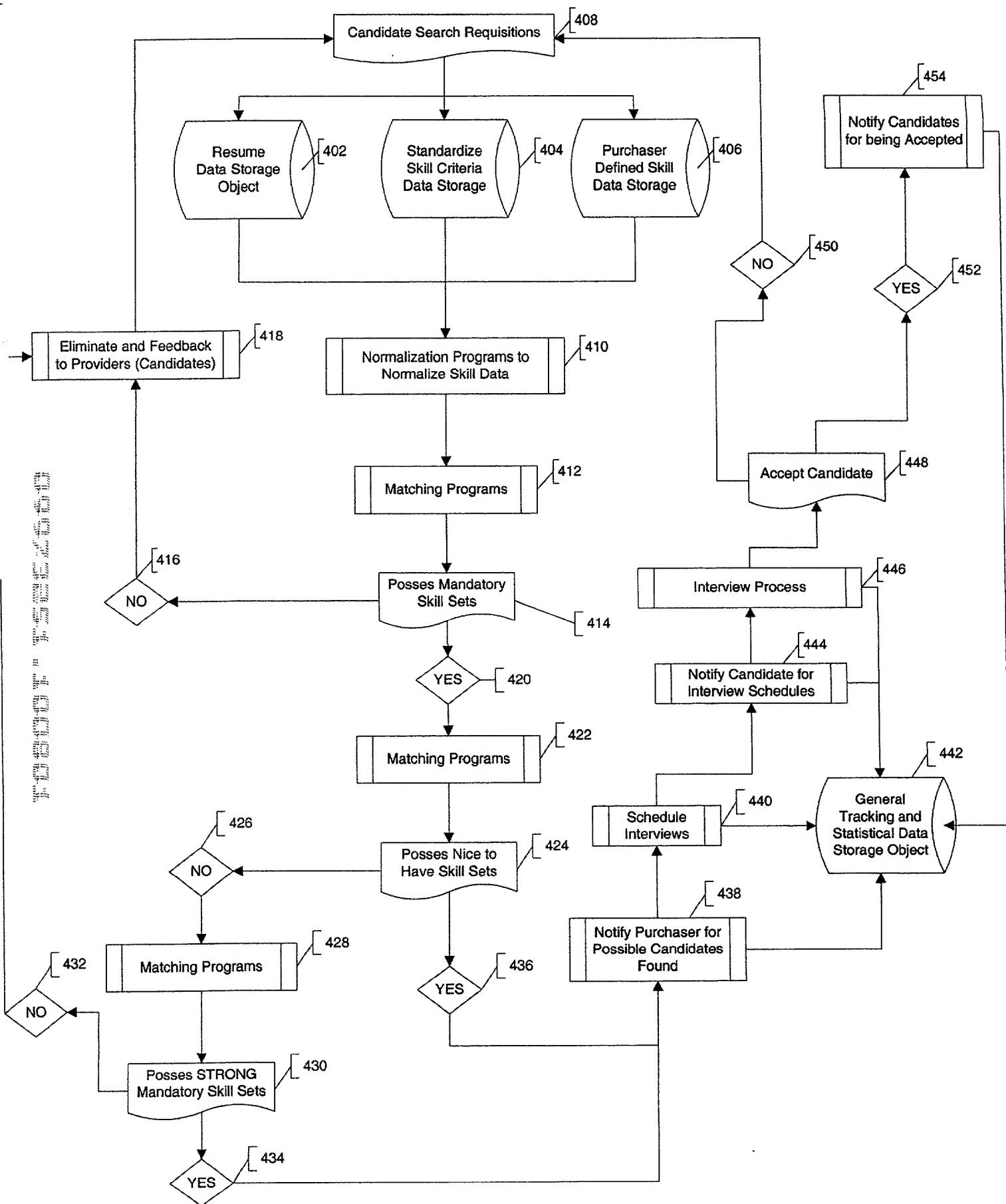


Figure 18

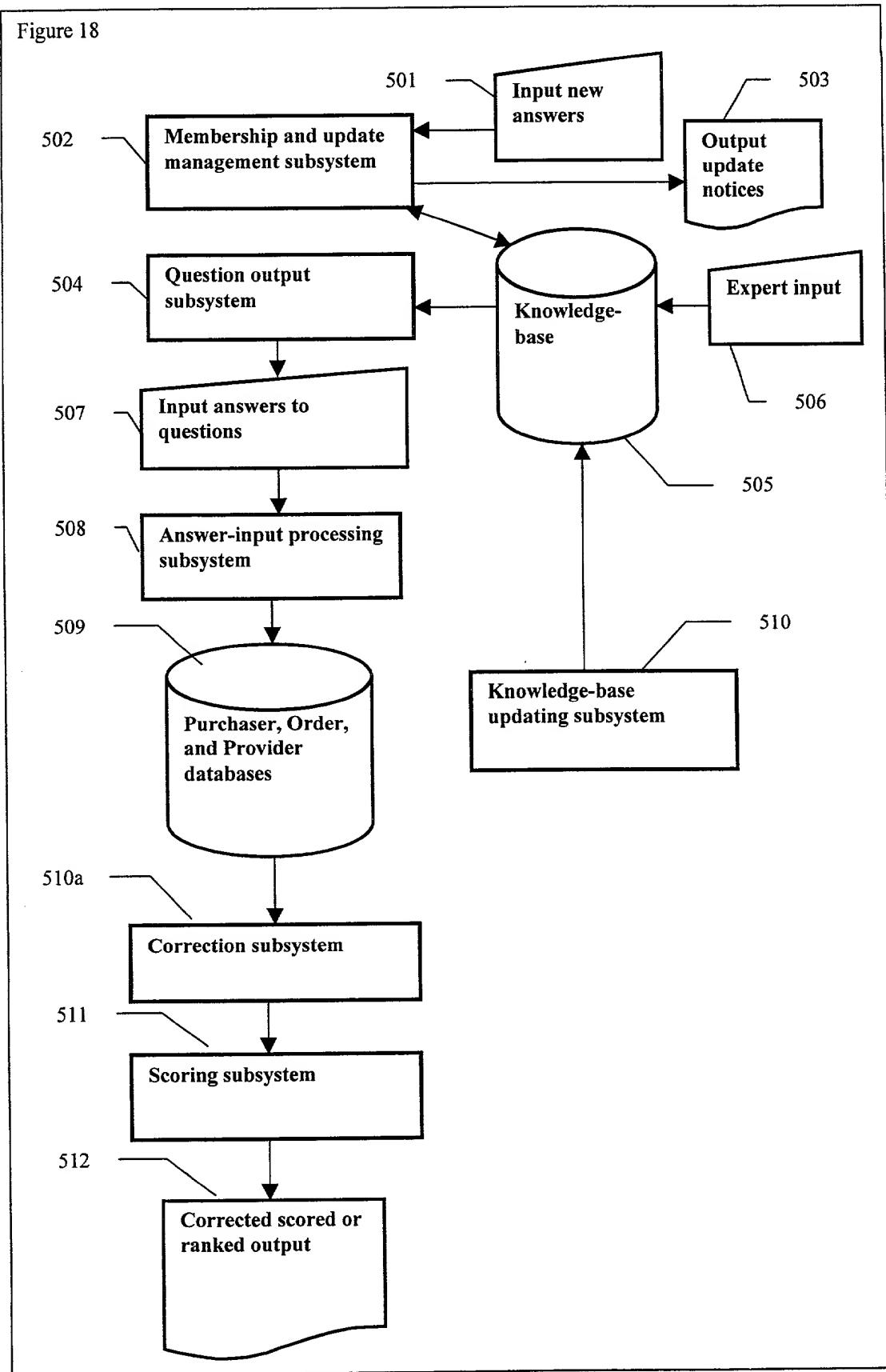


Figure 19

Figure 19.1 Interviews

| |
|-----------------------------|
| Interview ID |
| Related Virtual Provider ID |
| Date of Interview |
| Place of Interview |
| Interviewer ID |

Figure 19.2 Tests

| |
|-----------------------------|
| Test ID |
| Related Virtual Provider ID |
| Date of Test |
| Place of Test |
| Tester ID |

Figure 19.3 Order category corrections

| |
|------------------------------|
| Order Category Correction ID |
| Related Virtual Provider ID |
| Related Order Category ID |
| Testing Correction Factor |
| Interview Correction Factor |

Figure 19.4 Technology corrections

| |
|-----------------------------|
| Technology Correction ID |
| Related Virtual Provider ID |
| Related Technology ID |
| Testing Correction Factor |
| Interview Correction Factor |

Figure 19.5 Product corrections

| |
|-----------------------------|
| Product Correction ID |
| Related Matched Pair ID |
| Related Product ID |
| Testing Correction Factor |
| Interview Correction Factor |

Figure 20

Figure 20.1 Order category questions

| |
|----------------------------|
| Order Category Question ID |
| Related Order Category ID |
| Question |
| Answer 1 |
| Answer 1 Correction Factor |
| Answer 2 |
| Answer 2 Correction Factor |
| Active? |
| Date Created |
| Date De-activated |
| Tentative? |
| Date Modified |
| Related Expert ID |

Figure 20.4 Experts

| |
|--------------------------|
| Expert ID |
| Password |
| Level of Access |
| First Name |
| Last Name |
| Title |
| Department |
| Street Address 1 |
| Street Address 2 |
| City |
| State |
| Postal Code |
| Country |
| Phone |
| Email |
| Active? |
| Date de-activated |
| Reason for de-activation |

Figure 20.2 Technology Questions

| |
|----------------------------|
| Technology Question ID |
| Related Technology ID |
| Question |
| Answer 1 |
| Answer 1 Correction Factor |
| Answer 2 |
| Answer 2 Correction Factor |
| Active? |
| Date Created |
| Date De-activated |
| Tentative? |
| Date Modified |
| Related Expert ID |

Figure 20.5 Number of Questions

| |
|----------------------------------|
| Number of Questions ID |
| Related Order Category ID |
| Number of Questions in Interview |
| Number of Questions in Test |

Figure 20.3 Product Questions

| |
|----------------------------|
| Product Question ID |
| Related Product ID |
| Question |
| Answer 1 |
| Answer 1 Correction Factor |
| Answer 2 |
| Answer 2 Correction Factor |
| Active? |
| Date Created |
| Date De-activated |
| Tentative? |
| Date Modified |
| Related Expert ID |

Figure 21

Figure 21.1 Interviewers

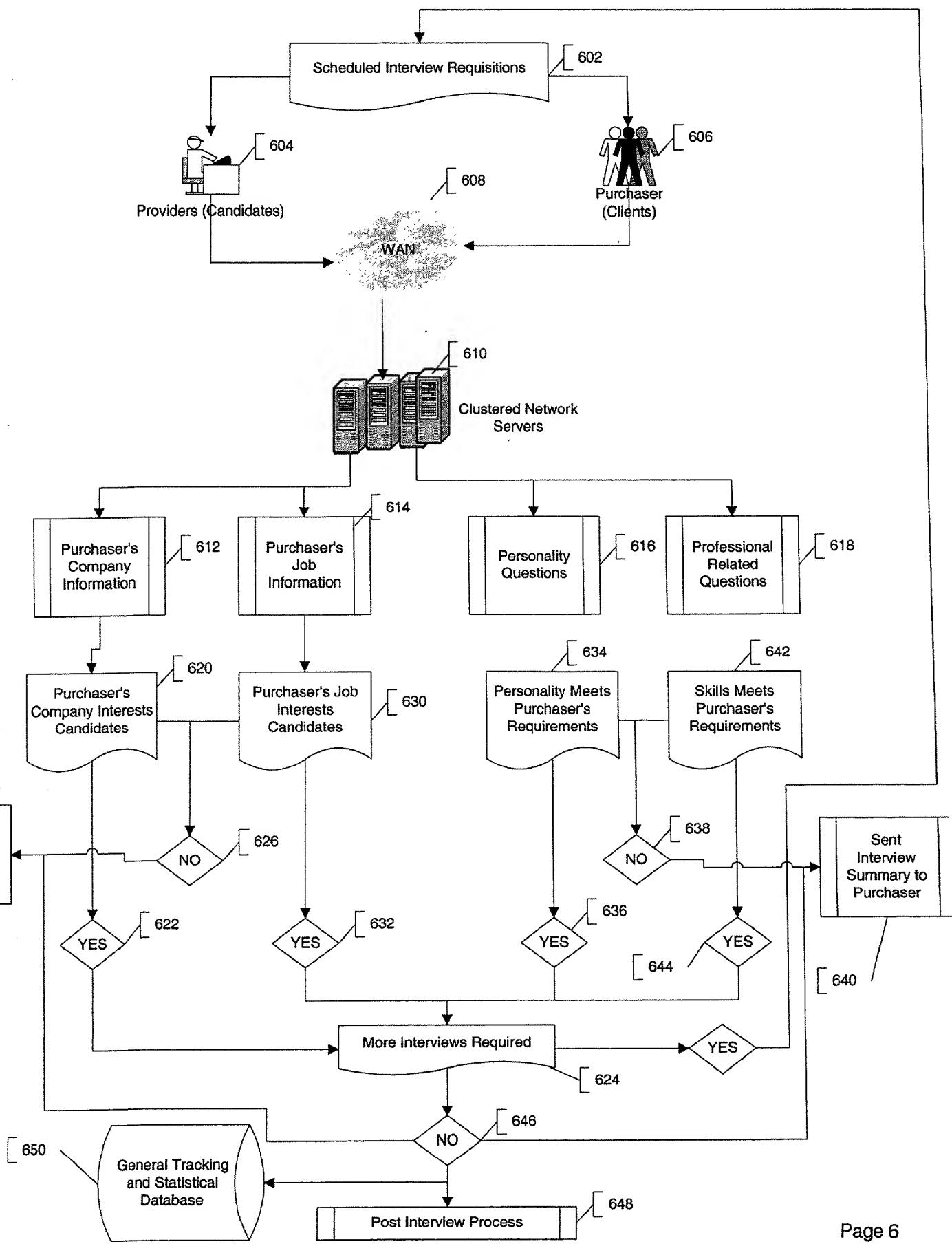
| |
|--------------------------|
| Interviewer ID |
| Password |
| Level of Access |
| First Name |
| Last Name |
| Title |
| Department |
| Street Address 1 |
| Street Address 2 |
| City |
| State |
| Postal Code |
| Country |
| Phone |
| Email |
| Active? |
| Date de-activated |
| Reason for de-activation |

Figure 21.2 Testers

| |
|--------------------------|
| Tester ID |
| Password |
| Level of Access |
| First Name |
| Last Name |
| Title |
| Department |
| Street Address 1 |
| Street Address 2 |
| City |
| State |
| Postal Code |
| Country |
| Phone |
| Email |
| Active? |
| Date de-activated |
| Reason for de-activation |

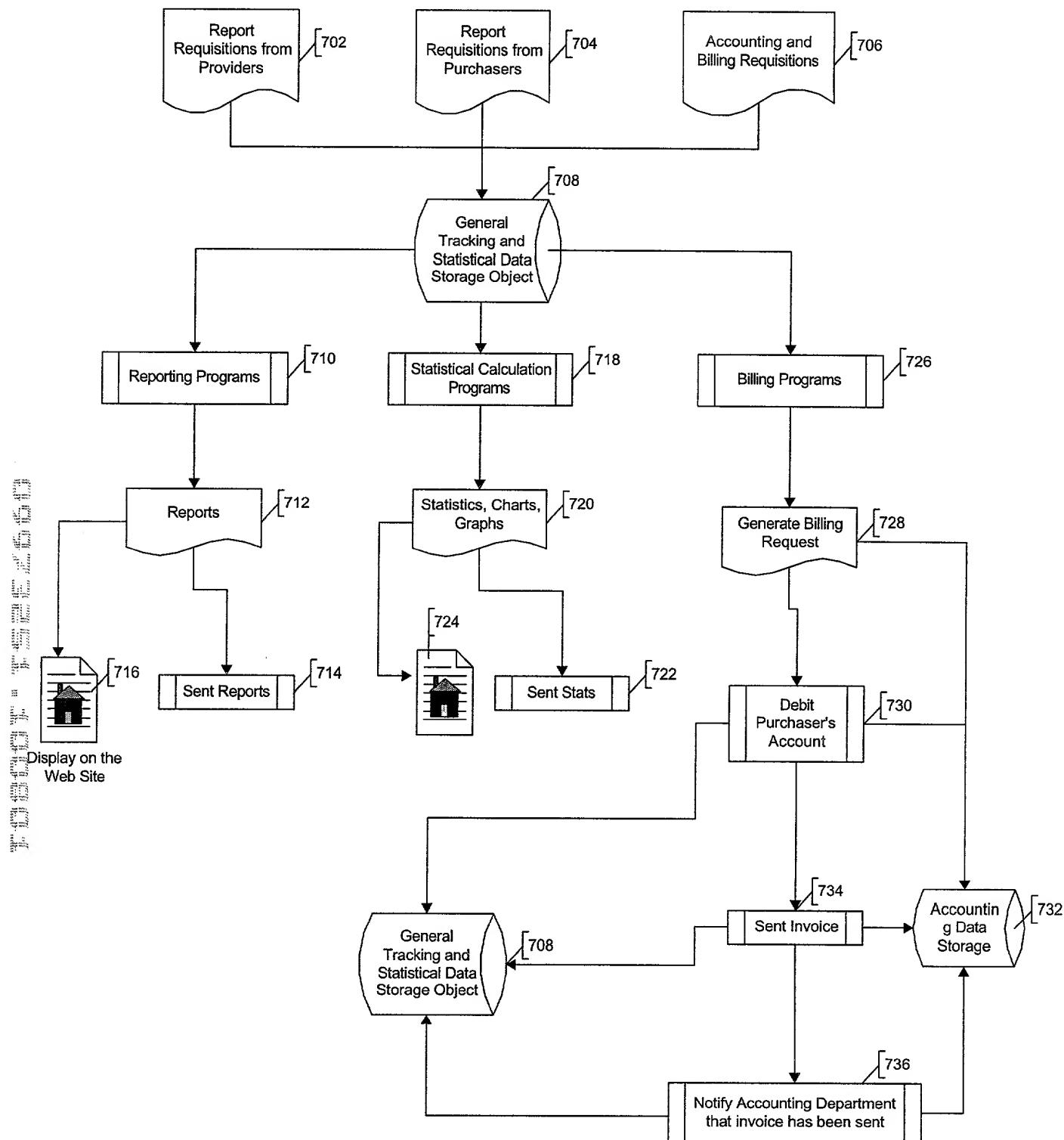
Interview Process

FIGURE 22



Reporting and Tracking Process

FIGURE 23



Internal Data Management and Security

FIGURE 24

